Attrition Overview

Total Employees
1K

Total Attrition
237

Attrition Rate %
16.12%

Attrition % by Department
0.16

Attrition Count by Department

Research & Development — 133
Sales — 92
Human Resources — 12

Attrition Count: 0, 20, 40, 60, 80, 100, 120

Department (y-axis)
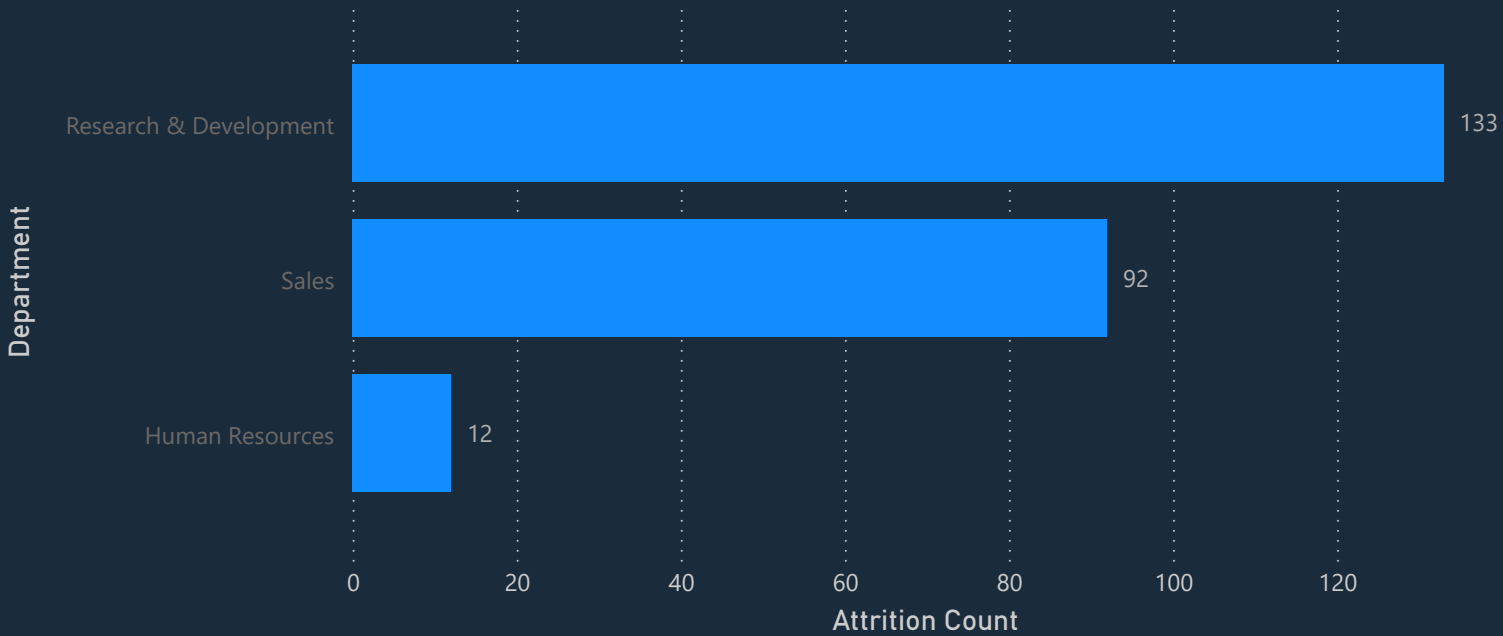
Department

| Select all | Human Resourc... |
| Research & Dev... | Sales |

Gender

| Female | Male |

Count of Attrition by Salary Band

Salary Band ●Lower-Middle ●Low ●High ●Upper-Middle

- 519 (35.31%)
- 395 (26.87%)
- 281 (19.12%)
- 275 (18.71%)
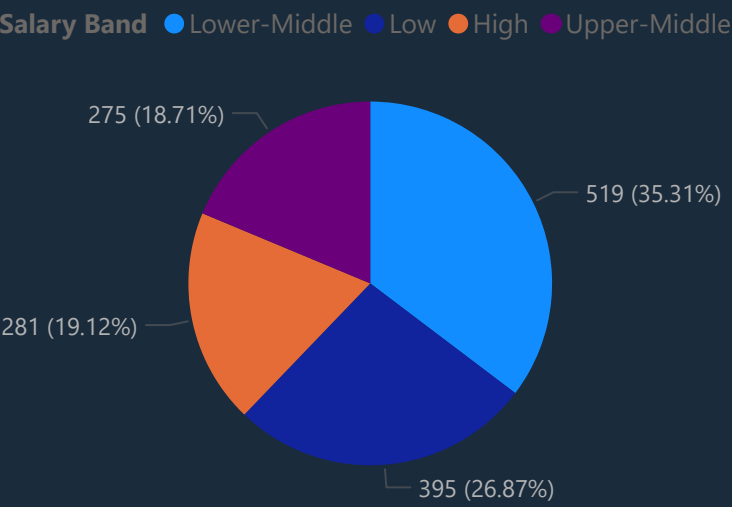
Attrition Rate by Department

- Sales — 0.206
- Human Resources — 0.190
- Research & Development — 0.138

Attrition Rate (y-axis): 0.00, 0.05, 0.10, 0.15, 0.20

Department (x-axis)

Attrition Overview | Attrition Factor's | Predictive Profile | Attrition Prevention Measures
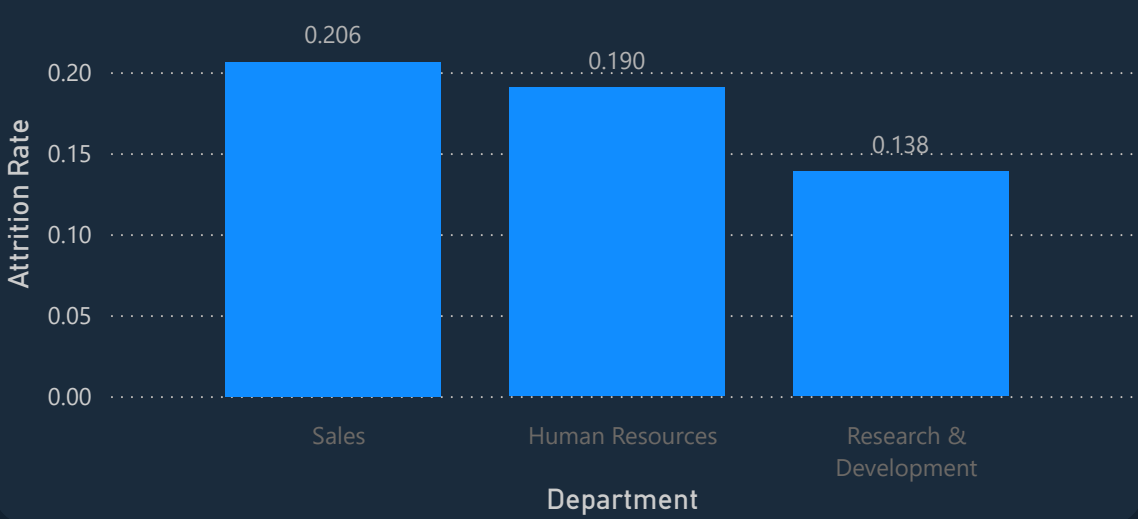
Attrition Factor's

Attrition Count by Promotions in Last 5 Years
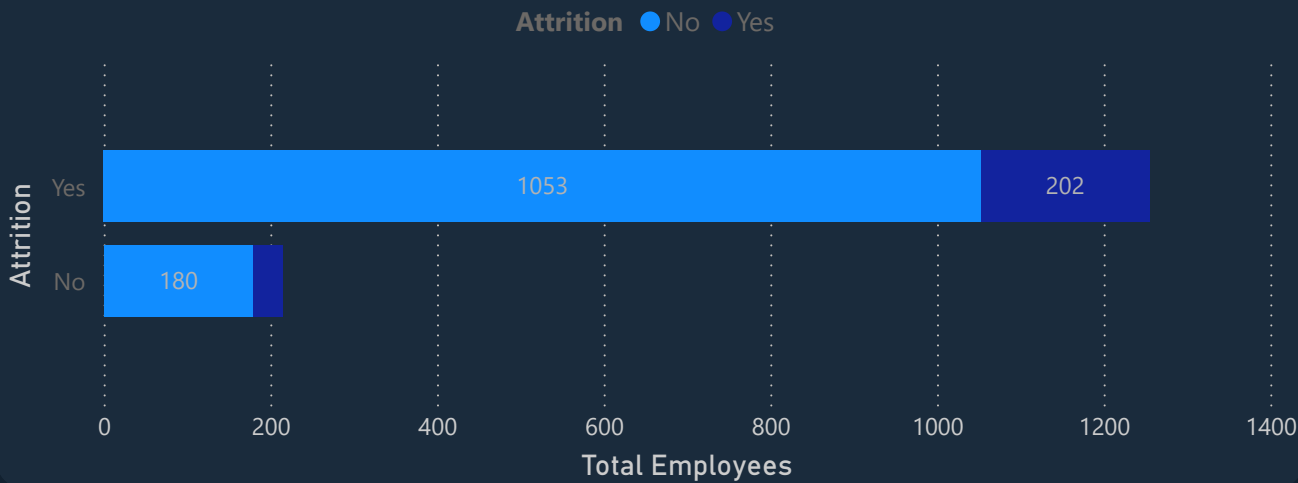
Attrition ● No ● Yes

Attrition	
Yes	1053	202
No	180	

Total Employees

Age vs. Tenure by Attrition (Bubble Size = Income)

Attrition ● No ● Yes

Year's At Company / Employee Age
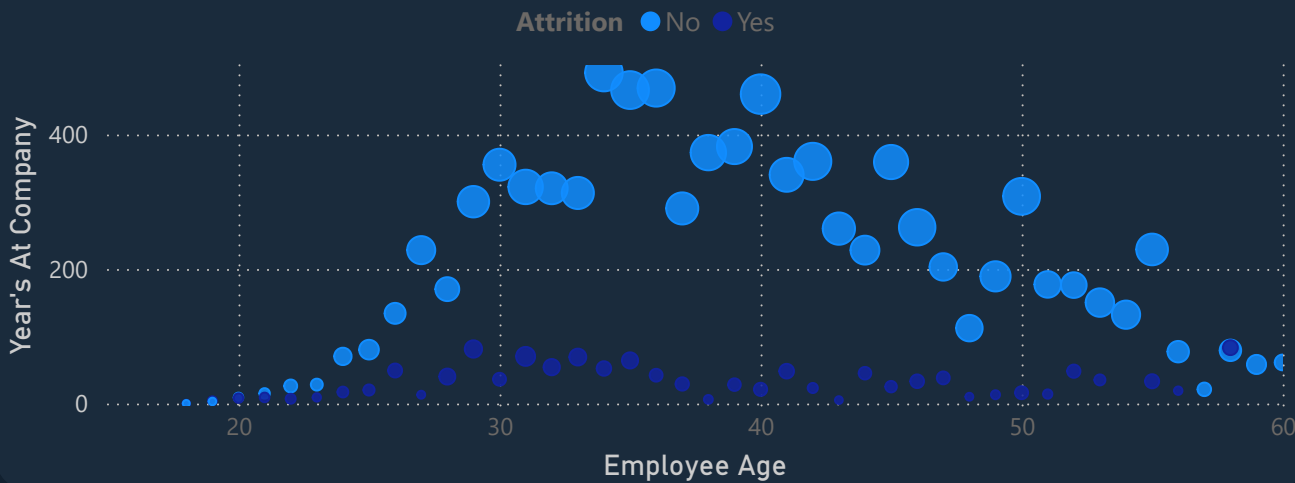
Attrition Count by JobRole

JobRole	Count of Attrition
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Represe...	33
Human Resources	12
Manufac... Director	10
Healthcare Represe...	9
Manager	5
Research Director	2

Attrition by Salary Band

Salary Band	Total Attrition
Low	113
Lower-Middle	66
Upper-Middle	33
High	25
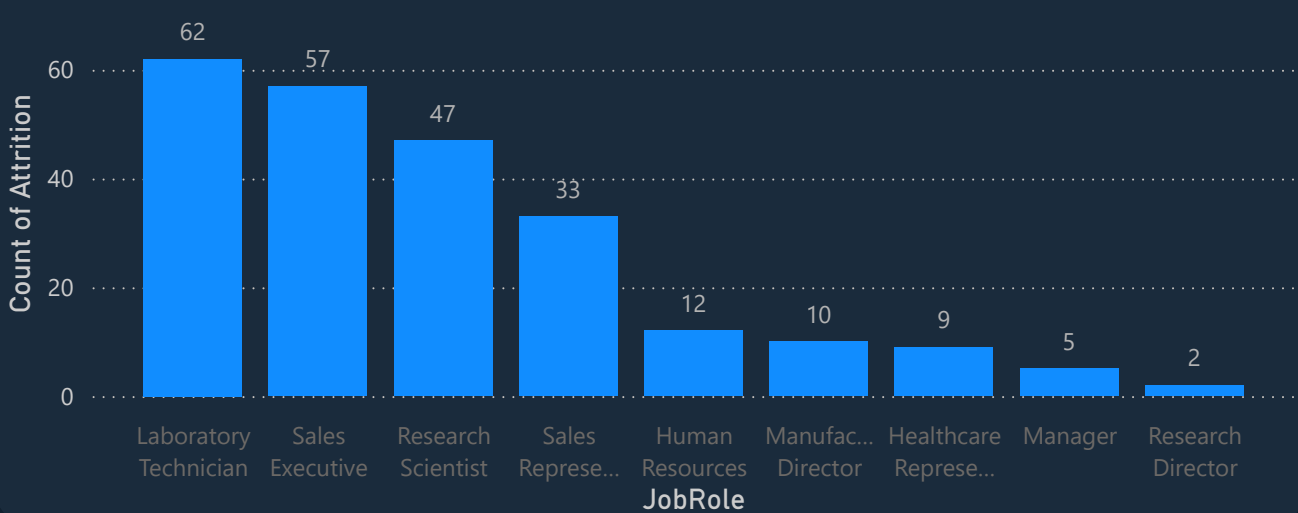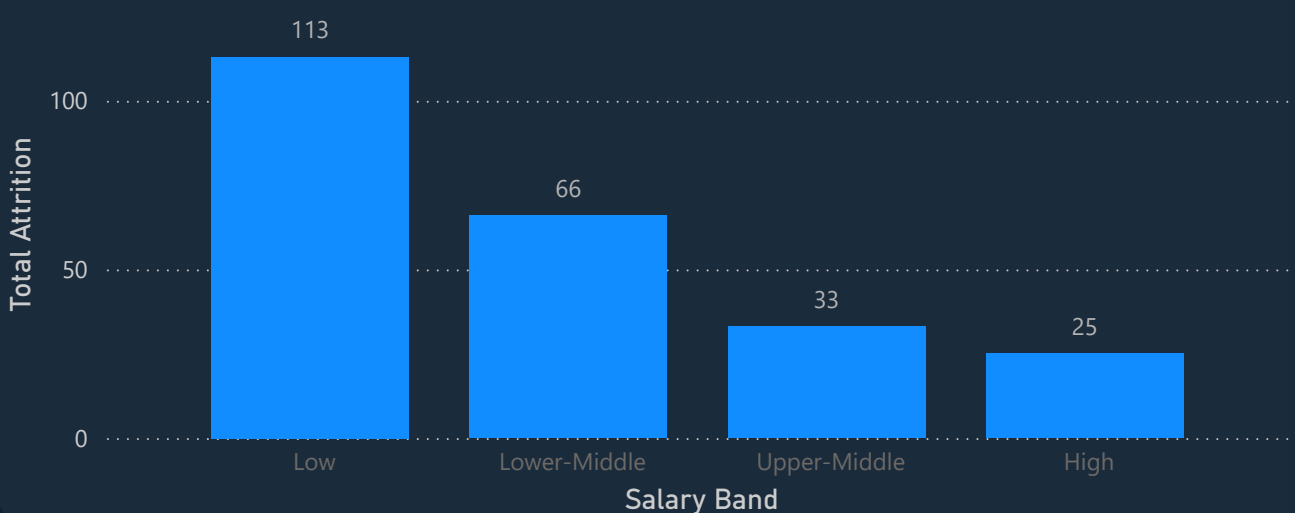
Attrition Prediction Profile
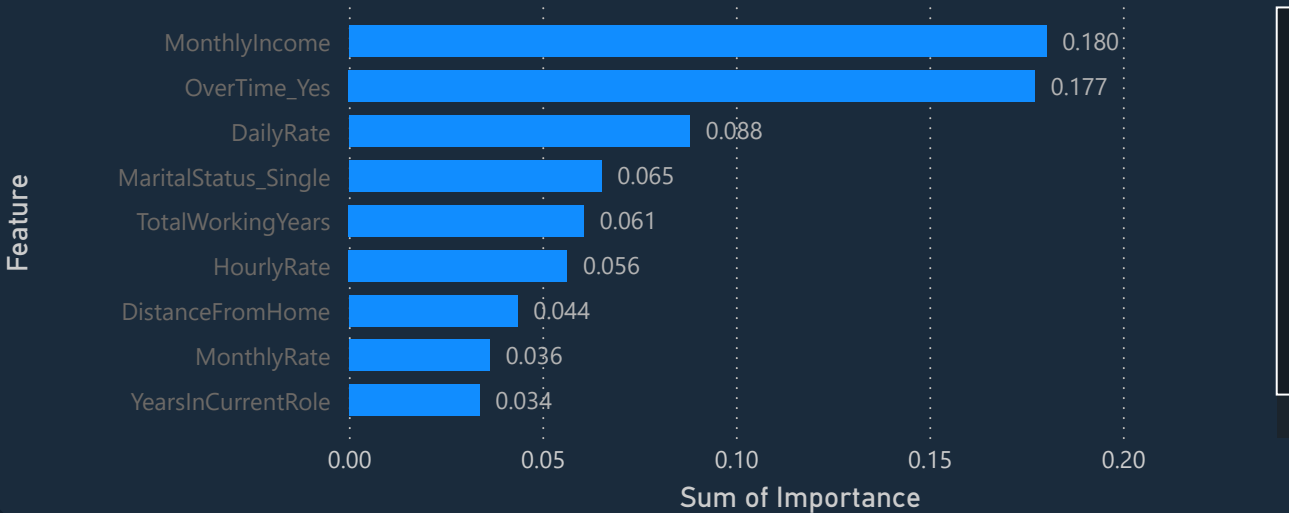
Shap Summary Plot
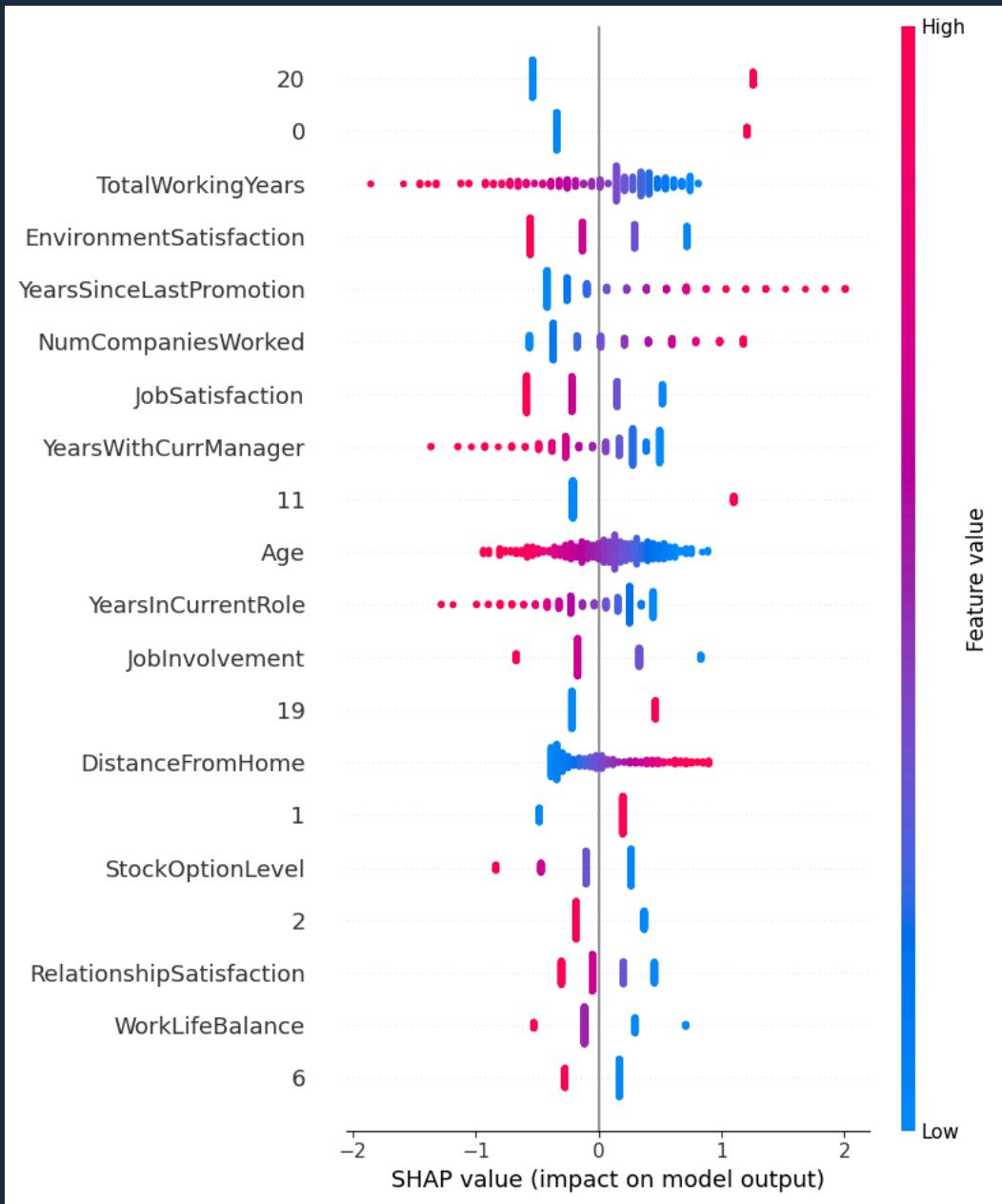
Model Accuracy
0.88

Model F1_Score
0.80

Model Precision
0.79

Model Recall
0.81

Top Factors Predicting Attrition

Attrition Prevention Measures

Attrition Rate by OverTime

OverTime ● Yes ● No

0.10436432637571158 (25.48%)

0.30528846153846156 (74.52%)

Recommendation

Insight	Recommendation	Risk Factor
Lack of promotion → resignations	Transparent promotion cycles	Promotions
Early exits common (<2 years)	Strengthen onboarding & mentorship	YearsAtCompany
High attrition seen in overtime staff	Reduce excessive workloads	OverTime
Poor balance in attrition cases	Offer flexibility, time-off policies	WorkLifeBalance
Low salary linked to resignations	Adjust pay structure for key roles	Monthly Income

Top Predictors of Attrition:

Over Time

Monthly Income

Years At Company

Job Role

Work Life Balance

High-Risk Departments

Sales — 0.21

Human Resources — 0.19

Research & Development — 0.14

Department

0.0   0.1   0.2

Attrition Rate